

420th Air Base Squadron



"Animis Opibusque Parati"



Overview

- Opening Comments – Col Cashdollar
 - Background
 - Completed Milestones
 - Upcoming Milestones
 - MOD Workforce – The Road Ahead
 - MOD Staffing Change Summary
 - Future Briefings
 - Questions
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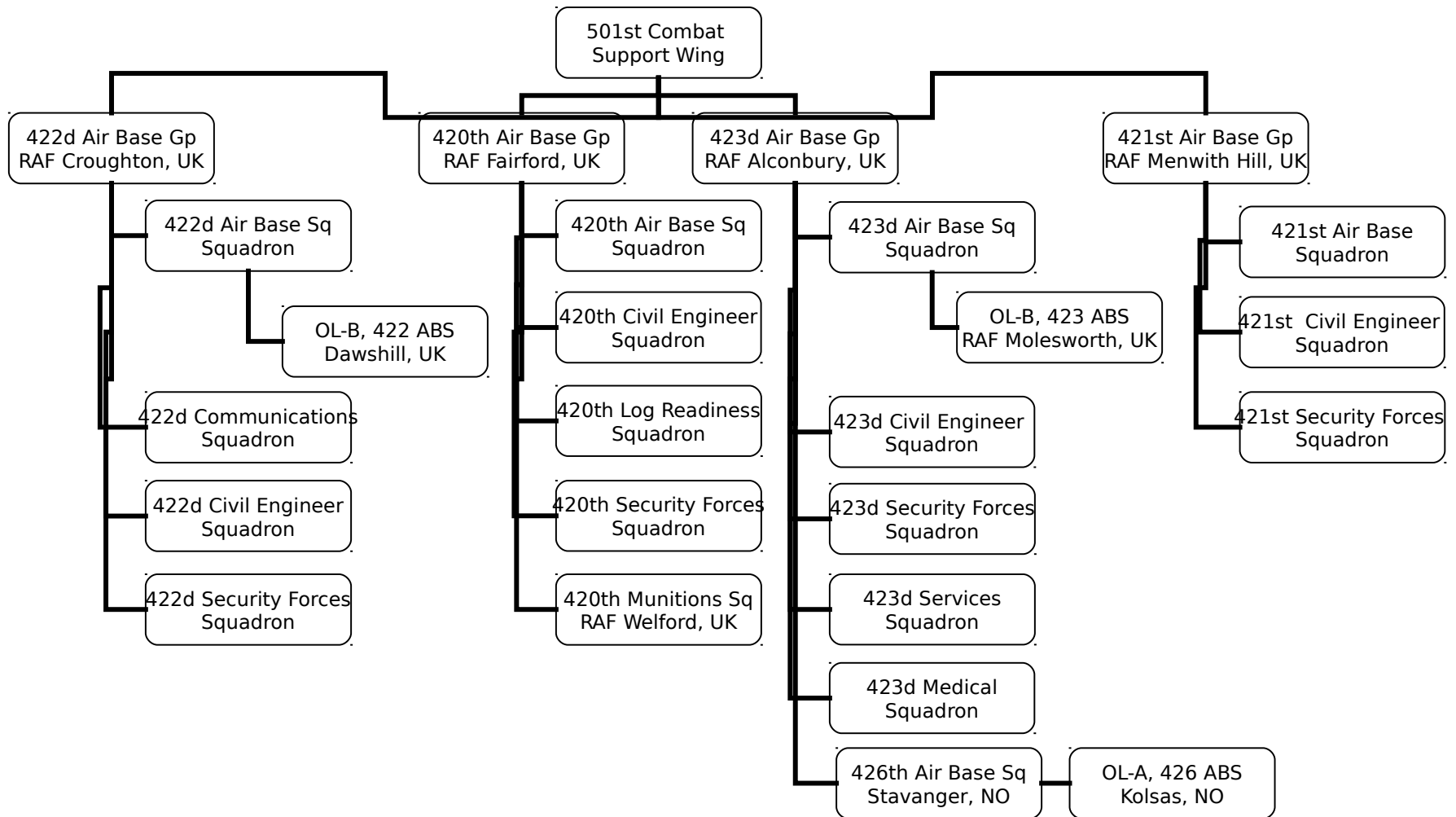
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Background

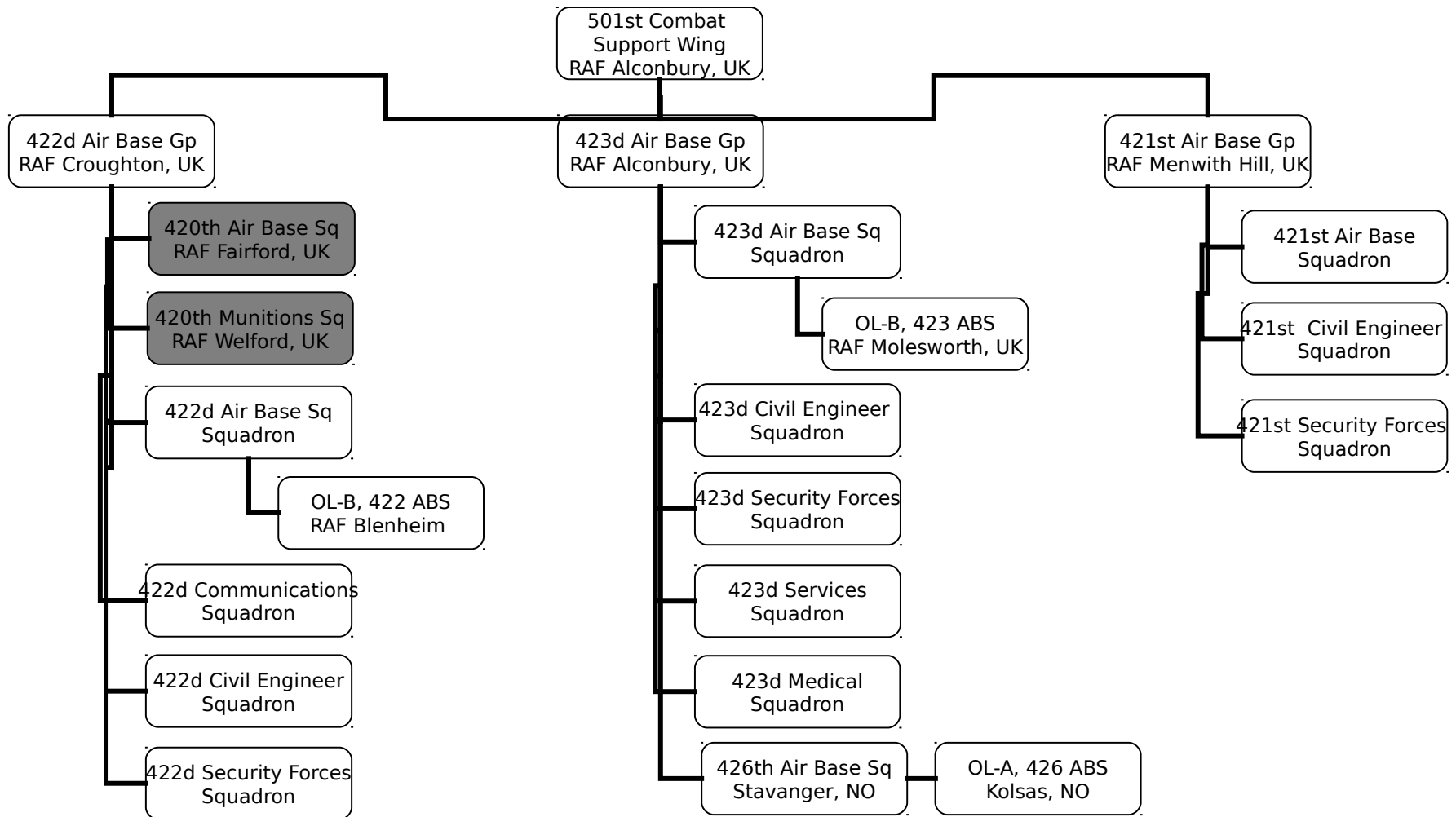
- Organizational Change Request Approved Apr 2008
 - Directed Inactivation of 420 ABG on 31 Jul 09
 - 420 ABS and 420 MUNS to Report to 422 ABG
 - Reduces Manpower by 26 U.S. Military positions

PRE OCR Implementation



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Post OCR Implementation



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Background Continued



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Background Continued



- COMUSAFE Directed RAFF be Analyzed for Cost Savings Mar 08
- Business Case Submitted to SAF/SO and Approved
- HQ USAFE Conducted AFSSO-Enabled PROTAF 4-8 Aug 08
- PPLAN Developed Approved May 09
- HNN Completed Aug 09

COMUSAFE Guidance



- RAFF will Not Close!
- Status of RAFF as Bomber FOL does not Change
- Meet Combat Capability w/o Mission Degradation
- Maintain Ability to Receive a/c within 48 Hours
- Continue to Enable RIAT and DOT

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Basic Plan

- RAFF Re-designated from Installation to a Site under 422 ABG
- All on-site AD Military Positions Deleted or Realigned
- RAFF Gate Hours Reduced to 12/5 for Routine Ops
- WRM Stockpile Reduced
- Peacetime Vehicle Fleet Reduced
- Facility Maintenance Reduced to Operationally Critical Facilities
- Remaining Work Force to be Restructured
- Action to Result in Annual Cost Savings of Approx \$16M

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Completed Milestones



- “As Is” and “To Be” organization structure reviews – complete
 - Fairford MOD/US Position Description reviews – complete
 - Fairford US Workforce Town Hall and Notices – complete
 - Croughton US Position Description reviews – complete
 - Firefighting complement review – complete
 - MDP complement review – recommendation complete, staffing for 501/3AF/USAFE approval/funding
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UPCOMING MILESTONES



- TU Consultation - projected completion 11 Mar 10.
- Town Hall Announcement – projected 12 Mar 10.
- U2 ERT – Mar 10
- NATO Exercise – May 10
- RIAT – Jul 10
- Global Power Base Validation – Sep 10

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Fairford Actions

Project Tasks	Duration	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	July	Aug	Sep	Oct
AAFES/ DECA/ Bank Termination Memos	1 day	Completed											
LNDH Election	1 day	Completed											
MDPGA Complement Review (3-4 Nov)	4 wks	Working	Target										
DFRMO Comp Rev/ Rot Sched/ Fire Coverage	4wks	Completed											
Current and Future UMD (Target 1 Dec)	?	Completed											
MOD PD Reviews	?	Working	Working	Target									
US PD Reviews	?	Working	Completed										
US TOF Determinations (7-9 Dec)	25 days	Working	Completed										
US Civilian Workforce Town Hall (10 Dec)		Working	Completed										
TU Pre-brief (#1, 10 Dec)	1 day		Completed										
TU Pre-brief (#2, 12 Jan)	1 day			Completed									
MOD Workforce Town Hall (13 Jan)	1 day			Target									
Formal TU Consultation Note (15 Jan)	6 wks		Working	Target									
Staff Preference Exercise (18 Jan-12 Feb)	4 wks				Target								
MOD Employees' Notices (2 Mar)	180 days					Target							
Workforce Recruitment	180 days					Not Started	Not Started	Not Started	Not Started	Not Started	Not Started		
Delete Surplus MOD Posts												Target	
ATC/ ATCALs/ WX MOU (1 Dec)	90 days	Working	Working	Target									
RIAT (17-18 Jul 10)	30 days									Not Started			
Base Drawdown (Working)	TBD	Working	Working	Working	Working	Working	Working	Working	Working	Working	Target		
Military Departing (Before 31 Aug)	9 Months	Working	Working	Working	Working	Working	Working	Working	Working	Working	Target		
Validation of "Open Base" (Before 31 Aug 10)	7 days					Target			Target			Target	
Project Completion (Target Aug 10)	TBD										Target		

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MOD Workforce Road Ahead



- **Intent to Issue TU Consultation Note - 15 Jan 10.**
 - **Min completion 30 working days.**
 - **No formal individual RDP notifications before TU consult completion.**
- **Line Management Briefs to Staff - 15 Jan 10.**
- **JEGS Review now underway and will determine future post grades.**
 - **Subject to TU consultation / approval.**
- **Conduct Staff Preference Exercise - Mid Jan to end Feb 10.**
 - **All staff issued questionnaire on future employment preference.**
 - **1to1 interviews on options with BST / HRBP where requested.**
 - **Support from Air Command with post mapping exercise.**
- **Closed competition for some posts where function remains but numbers reduce (subject to HQ approval) - Post TU Consult completion.**
- **Issue of RDP notices by RAF Cdr - Post TU Consult completion.**
- **PPPA presentation on RDP process and support staff through recruitment steps.**

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Fairford PPlan Update

Function	MOD Established	MOD filled	MOD To Be	Difference
ABS	18	12	7	-5
CE	108	76	68	-8
Logistics	28	20	31	11
SF	1	1	0	-1
Commissary	8	3	0	-3
BST	2	2	2	0
Fire Station Admin	5	5	0	-5
TOTAL	170	119	108	-11
MDP/MGS*	59	?	46	-13
DE	10	?	10	0
DFRMO (FireFtr)	67	52	41	-11
*MDP will require 2 Admin Staffs with future predicted numbers.				

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FUTURE BRIEFINGS

- ABS/CE/LRS/Services/Security/DECA – Functional Heads to brief staff 15 Jan 10.
- MDP / MPGS – Chief Superintendant Manning will brief staffs next week.
- Local National Hire – Process presently being reviewed and brief to follow.
- Firefighters – ACO Knight will brief now.

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QUESTIONS

- Specialists available immediately after mtg for specific questions
- Heads of Functional areas please return for further brief in 15 mins:

Hd ABS

Hd CE

Hd LRS

Hd Services

Hd Security

Fire Chief

Hd DECA

BST



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